

# Implementing WIOA in Colorado

Information for Denver

March 25, 2015



Colorado Workforce  
Development Council

# Welcome

- Denise Bryant, Director of Workforce Development, Denver Office of Economic Development
- Lee Wheeler-Berliner, Colorado Workforce Development Council



Colorado Workforce  
Development Council

# Agenda

- Introductions and Overview
- Workforce Innovation and Opportunity Act 101
- WIOA in Denver
- Timeline
- Action Steps
- Questions



Colorado Workforce  
Development Council

# Introductions

- Program Focus
- Type of Entity
- Geographic Service Area



Colorado Workforce  
Development Council

# Overview

- The national vision for WIOA
- The Colorado vision for WIOA
  - A multi-agency, multi-program approach
- Our Objectives today



Colorado Workforce  
Development Council

# Intent and Readiness

- Customer Driven
- Customer Service
- Continuous Improvement
- Meets the needs of the community
- Partnership and alignment
- Readiness – The Colorado Advantage



Colorado Workforce  
Development Council

# WIOA 101

- TITLE I: Adult, Dislocated Worker, and Youth programs
- TITLE II: Adult Education and Literacy programs (CDE)
- TITLE III: Wagner-Peyser Employment Service
- TITLE IV: Rehabilitation Act programs (CDHS)



Colorado Workforce  
Development Council

# Common Themes

- Coordination and integration across core programs
- Utilization of sector partnerships and career pathways
- Stronger business engagement
- Enhanced focus on those with barriers to employment



Colorado Workforce  
Development Council



# Program Partnerships

## Programs Provided through One-Stop System:

- Perkins Act
- Older Americans Act
- Trade Act
- Veterans Services
- Unemployment
- CSBG
- Reintegration
- TANF



Colorado Workforce  
Development Council

# Program Partnerships

## New Required One-Stop Partners:

- Second Chance Act of 2007 – aka Reintegration
- Title IV of the Social Security Act – aka TANF

## New Optional One-Stop Partners:

- Employment, education, and training programs provided by public libraries
- Employment and training programs carried out by the Small Business Administration



Colorado Workforce  
Development Council

# Performance Indicators

- Common Performance Indicators across core programs
  - ✓ Employment
  - ✓ Employment Retention
  - ✓ Median Wage
  - ✓ Postsecondary credential Attainment
  - ✓ Measurable Skills Gain
- Adds new measure for effectiveness in serving employers



Colorado Workforce  
Development Council

# Local Workforce Development Boards

- Changes in required members
  - Minimum 51% business representatives
  - Minimum 20% Workforce representatives
  - Minimum one representative each from Adult Ed, Voc Rehab, Higher Ed, Wagner-Peyser, and Econ Development
- Youth Councils are no longer required
- Standing committees may be developed
- May incorporate as a 501c3



Colorado Workforce  
Development Council

# New Local Board Functions

- Conduct workforce research and regional labor market analysis
- **Career pathways development**
- Meet **the needs of employers and** workers with disabilities
- Develop **strategies for using technology** to maximize the accessibility and **effectiveness** of the local workforce development system for employers, workers and jobseekers
- **Coordination** with education providers
- Assessment of one-stop **accessibility** for individuals with disabilities



Colorado Workforce  
Development Council

# Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce  
Development Council

# Titles I and III

## Key Changes and Requirements

- Regional Planning
- Shared infrastructure costs
- Emphasis on real-world/work based learning
- Serving individuals with disabilities



Colorado Workforce  
Development Council

# Titles I and III

## Key Changes and Requirements, continued

- Adult and DW Programs: Career Services/ Additional Services
- Adult Program: Priority of Service
- Youth Program: Several Major Changes
- Wagner-Peyser: Co-location; UI Services



Colorado Workforce  
Development Council



# Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce  
Development Council

# Title II – Adult Education

- 34 funded programs
  - 8 Community Colleges/Higher Education
  - 3 Library Districts
  - 16 Community Based Organizations
  - 7 School Districts/BOCES
- Serving approximately 10,000 students
  - 55% English as a Second Language
  - 36% Adult Basic Education (0-8.9)
  - 9% Adult Secondary Education (9-12.9)



Colorado Workforce  
Development Council

# Title II – Adult Education

Purpose: Provide adult basic education services—

- skills for employment and economic self-sufficiency
- partners in children's education--economic opportunities for families
- transition to postsecondary and training—career pathways
- ELL skills: reading, writing, speaking, math, civics

## Activities

Integrated education and training

Co-enrollment

Contextualized instruction



Colorado Workforce  
Development Council

# Title II – Adult Education

- Focus of program planning and instruction on CCRS: transitions to post secondary and employment
- Greater collaboration between core programs
- Mission alignment with One Stop Centers
- Performance Accountability measures centering on employment and post secondary



Colorado Workforce  
Development Council

# Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce  
Development Council

# Division of Vocational Rehabilitation (DVR)

## Organization . . . Staffing and Facilities

- 227 FTE
  - 25 Administrative
  - 202 Field Service and Program Support
  
- Administrative: 1575 Sherman
  
- Field Service:
  - Four Regions
  - 28 Leased Locations – Including 7 Co-locations with DLE



Colorado Workforce  
Development Council

# DVR: Organization . . . Locations



Colorado Workforce  
Development Council

# DVR: Programs

- Vocational Rehabilitation:
  - Provides individualized vocational services to help eligible individuals with disabilities obtain, maintain and regain employment.
  - Services may include job placement, training (educational, personal/work adjustment, job search), physical/mental restoration and supportive services.
  - ~ 9,090 clients



Colorado Workforce  
Development Council



# DVR Service Delivery

- Focus on employment:
  - All services and activities conducted should have a discernible connection to the individual's ability to successfully achieve his/her employment goal.

**Necessary  
Appropriate  
Least possible cost**



Colorado Workforce  
Development Council

# Examples of VR Services

- Assessment
- Vocational Counseling and Guidance
- Personal Adjustment Training
- Assistive Technology
- Reader/Note taker
- Mental Restoration
- Physical Restoration
- Formal Vocational Training
  - College/University
  - Vocational School
- Job Seeking Skills Training
- Job Placement
- Job Coaching/OJT
- Supportive Services

## **Note:**

Some VR services are subject to the client's financial participation.



Colorado Workforce  
Development Council

# WIOA in Denver

- Sector Partnerships
- Service Delivery Partnerships



Colorado Workforce  
Development Council

# WIOA in Denver

- Workforce Centers – PY 14
  - 72,924 Jobseekers served
  - 3,914 Employers served
- Youth Participants
  - Out of School: 34%



Colorado Workforce  
Development Council

# WIOA in Denver

- Infrastructure and Programs
  - LWIB Restructuring
  - Regional Planning
  - Potential New Partnerships/New MOUs with Infrastructure Funding
  - New Performance Measures
  - Service Delivery Changes
  - Enhancing Business Services/Sector Partnerships/Work Based Learning
  - New Eligible Training Provider List (ETPL)



Colorado Workforce  
Development Council

# WIOA in Denver

## Adult Education FY14:

6 programs; 2,149 students

- CCD Foundational Skills Institute
- Community Educational Outreach
- Focus Points Family Resource Center
- MSU Denver Family Literacy Program
- Spring Institute for Intercultural Learning
- Summer Scholars



Colorado Workforce  
Development Council

# WIOA in the Metro Area

Additional 6 programs; 4,415 students

- Adult Learning Center
- Asian Pacific Development Center
- Boulder Valley Family Literacy
- Jeffco Schools – ESL Dual Language Programs
- St. Vrain Community Adult Education
- The Learning Source



Colorado Workforce  
Development Council

# WIOA in Denver

April 2014 – March 2015

- DVR Clients City and County of Denver: 2,826
- DVR Clients Metro Denver Area: 9,275



Colorado Workforce  
Development Council



# DVR Focus Points . . .

+ Maintaining the Improvement Momentum

+ Strengthening Audit Implementations

+ Understanding and Implementing WIOA

= Stakeholder Service Excellence



33



Colorado Workforce  
Development Council

# Questions and Discussion

- What stands out?
- What do you want to learn more about?



Colorado Workforce  
Development Council

# Timeline

- Parts of WIOA Becomes Effective July 1, 2015
  - Funding begins
  - Youth spending requirements begin
  - Local WIB membership requirements become effective
- Full Implementation Begins July 1, 2016
  - New performance measures tracked
  - New state plan provisions go into effect
  - New partnership agreements go into effect



Colorado Workforce  
Development Council

# Action Steps

- Partnerships
- Eligible Training Providers List
- Adult Education Application
- Local Workforce Development Board
- State and Local Plans



Colorado Workforce  
Development Council

# Planning Process

- New state plan to be submitted in February 2016
  - Strategic and operational
  - Joint effort of core programs and other partners
  - Will involve wide stakeholder input
- Local plans developed aligned with state plan
- Regional plans developed by planning regions

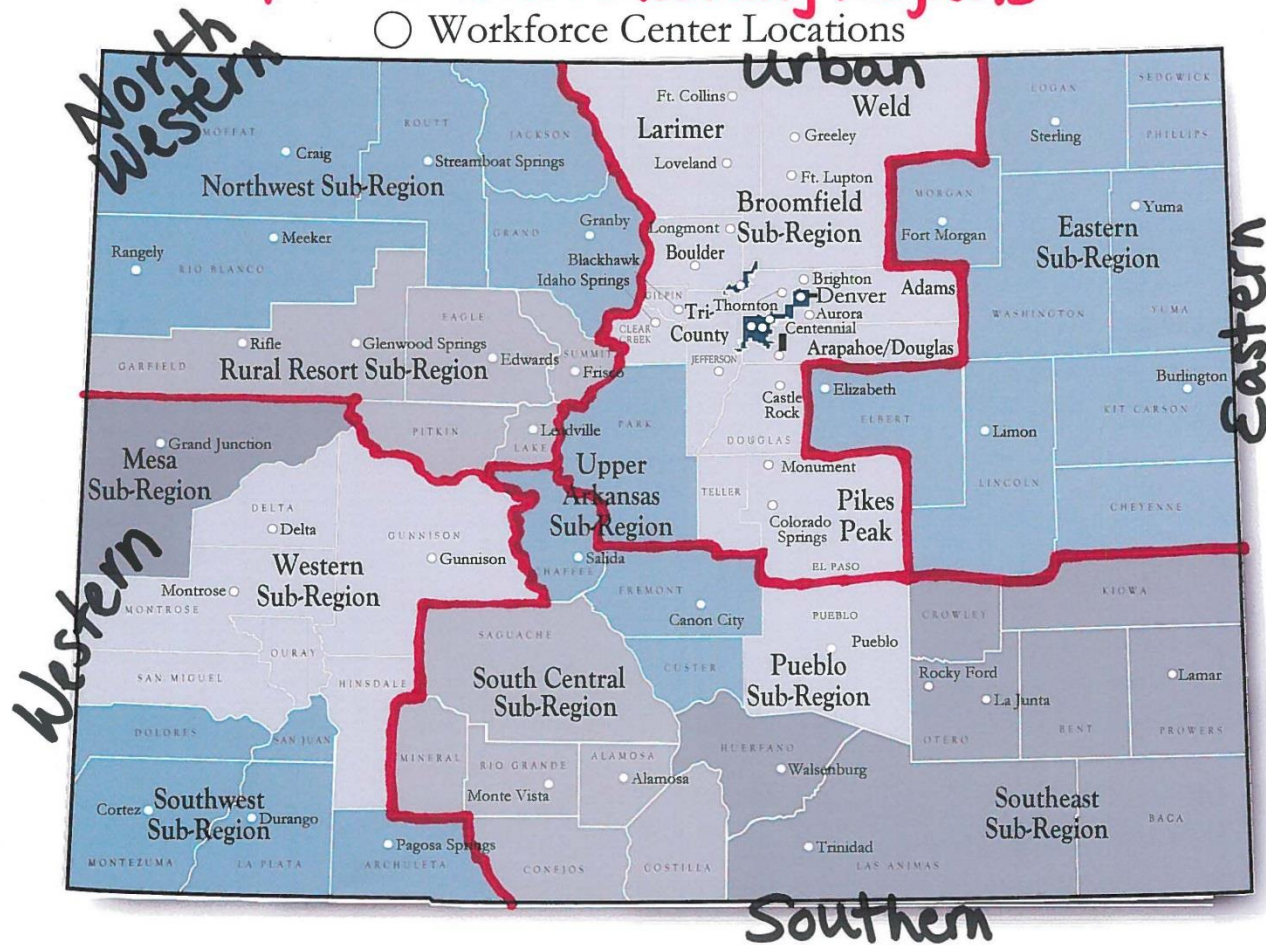


Colorado Workforce  
Development Council

# Planning Regions

## Proposed WIOA Planning Regions

○ Workforce Center Locations



COLORADO COMMUNITY  
COLLEGE SYSTEM



Colorado Workforce  
Development Council

# Questions



Colorado Workforce  
Development Council

# Next Steps

- Carrying on the conversations
- MOU Development
- Local planning
- Public Comment



Colorado Workforce  
Development Council



# Resources

[www.colorado.gov/cwdc/wioa](http://www.colorado.gov/cwdc/wioa)

<http://www.cde.state.co.us/cdeadult>

<http://www.colorado.gov/cs/Satellite/CDHS-SelfSuff/CBON/1251580884712/>

[www.doleta.gov/wioa](http://www.doleta.gov/wioa)

[Lee.wheeler-berliner@state.co.us](mailto:Lee.wheeler-berliner@state.co.us)

303-318-8223



Colorado Workforce  
Development Council